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Montana Employment and Labor Force Trends

A Quarterly Publication of the Montana Department of Labor and Industry's Research and Analysis Bureau

3rd Quarter 1995 **Volume 25, Number 3**

Economic Highlights & Employment Outlook

Montana's third quarter 1995 **Civilian Labor Force** averaged 442,200—up 1,300 over the previous quarter, but down 1,300 from the third quarter of 1994.

Employment

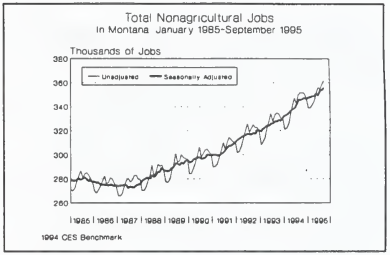
Total average employment was 420,900 for the third quarter—up 2,900 over the previous quarter, but down about 4,400 from the third quarter of 1994.

Unemployment

About 21,300 Montanans were estimated to be **unemployed** during the quarter—about 1,500 fewer than during 1995's second quarter, but 3,100 more than during the third quarter of 1994.

The **average unemployment rate** for the quarter was 4.8 percent—down 0.4 percent from the previous quarter, but up 0.7 over the third quarter of 1994.

INSIDE: The growing use of contingency workers in Montana and the nation. Pros and cons. Pages 7-9.



Total Nonagricultural Employment

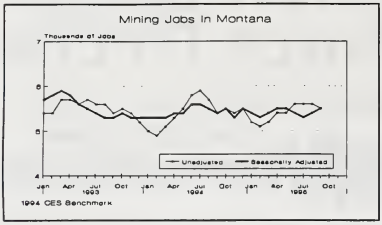
NOTE: Numbers may not total due to rounding.

Total **nonagricultural wage-and-salary employment** averaged 358,800 jobs for the third quarter of 1995—up 8,300 over the previous quarter, and up 10,800 over the third quarter of 1994. The **private sector** was up 10,700 jobs over the year, while the **public sector** was up by only about 100 jobs.

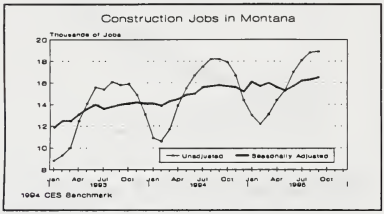
Quarterly Trends

	—Montana—				—U.S.—
Quarter	Montana Civilian Labor Force*	Montanans Employed	Montanans Unemployed	Unemployment Rate (Montana)	Unemployment Rate (U.S.)
1995 - 3rd	442,200	420,900	21,300	4.8%	5.6%
1995 - 2nd	440,900	418,000	22,800	5.2%	5.6%
1995 - 1st	438,100	410,400	27,600	6.3%	5.9%
1994 - 4th	437,900	416,200	21,700	5.0%	5.1%
1994 - 3rd	443,500	425,300	18,200	4.1%	5.9%
1994 - 2nd	438,600	418,100	20,500	4.7%	6.1%

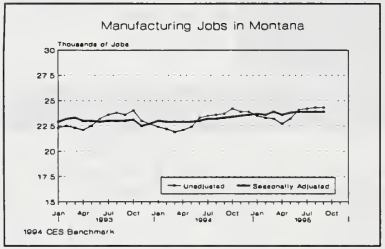
*Rounded Civilian Labor Force Numbers, 1995 Benchmark (Not Seasonally Adjusted)



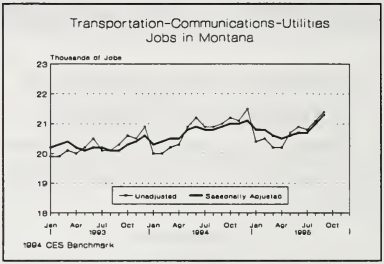
MINING averaged 5,600 jobs during third quarter 1995—staying at at about the same job level both over the quarter and over the year.



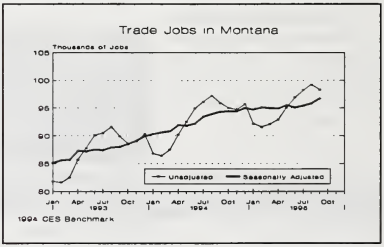
CONSTRUCTION averaged 18,900 jobs—up 3,300 jobs over the previous quarter, and 900 jobs over the year. Over the quarter, **special trade** was up 1,900 jobs, **heavy construction** 800 and **general building contractors** 700. Over the year, **special trade** was up 900—and **general building** and **heavy construction** stayed about the same.



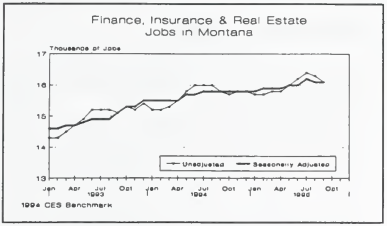
MANUFACTURING averaged 24,300 jobs—up 1,000 over the quarter and 700 over the year. The quarterly increase came mainly in **lumber & wood products** and **food & kindred products**. Most of the over-the-year increase came in **other durable goods**, currently including such goods as furniture; fabricated metal products; industrial and commercial machinery and computer equipment; electronic equipment except computers; transportation equipment; measuring, analyzing and controlling instruments; and sporting goods.



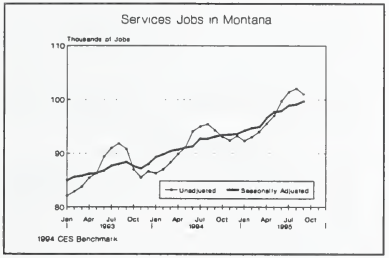
TRANSPORTATION, COMMUNICATIONS & UTILITIES (TCU) averaged 21,100 jobs—up about 500 jobs over the quarter and 200 over the year. Over the quarter, **trucking & warehousing** was up about 400, **railroad transportation** was up 200, and **local & interurban transportation** was down about 300. Over-the-year job fluctuations within industry sectors were small.



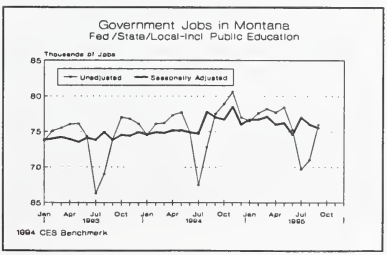
TRADE jobs averaged 98,500 for the quarter—up 3,500 from the previous quarter, and 2,100 over the year. The biggest quarterly gains came in **eating & drinking places**, **food stores** and **miscellaneous retail**. The largest yearly gains came in **eating & drinking places**, **building materials & garden supplies, miscellaneous retail, department stores** and **food stores.**



FINANCE, INSURANCE & REAL ESTATE (FIRE) averaged 16,300 jobs for the quarter—up 300 over the quarter, and 400 over the year. Over-the-year job gains were spread fairly evenly between **real estate** , **insurance** and **finance.**



SERVICES averaged 101,400 jobs—up 4,000 over the quarter and 6,500 over the year. The biggest over-the-quarter gains came in **hotels & other lodging places; amusement, including movies, business services** and **membership organizations.** The largest over-the-year gains came in **business services; hotels & other lodging services; health services; amusement, including movies** and **membership organizations.**



TOTAL GOVERNMENT jobs in Montana averaged 72,700 for the quarter—down a seasonal 4,400 over the quarter, and up only about 100 over the year. Summer jobs added to **federal** and **state government** sectors were more than offset by a seasonal drop in **state** and **local education** jobs over the quarter. **Total federal government** showed the biggest over-the-year job loss, while **local education** showed the biggest job gain. **Total state government** showed a decline of about 300 jobs over the year.

Average Weekly Hours & Earnings

Average weekly earnings for production workers averaged $341.72 during third quarter 1995—up $8.60 over the previous quarter, and $4.79 over third quarter 1994.

Average weekly hours for the quarter averaged 32.7—up 0.7 hours over the previous quarter, but down 0.3 hours from the third quarter of 1994.

Average hourly earnings averaged $10.45 —up 4 cents over the quarter, and 24 cents over the year.

New Publication Available

A new publication from the Montana Department of Labor and Industry's Research and Analysis Bureau takes previously-published informational wage rates from a 1993 wage survey and adds information about the skills and education required to qualify for entry-level jobs within those occupations.

The *Montana Informational Wage Rates by Occupation and Skill Levels* publication should be particularly useful to people interested in the entry-level preparation needed for successful performance in specific occupations. (Please Note: The statewide wage information by occupation is identical to what was published in the December 1994 *Wages in Montana's Private Sector by Occupational Classification* publication.)

To order a copy of *Montana Informational Wage Rates by Occupation and Skill Levels*, call the Research and Analysis Bureau at 406-444-2430.

The information can also be accessed through the Internet (http://jsd.dli.mt.gov/).

Industry News from Around the State

Agriculture

- **The State Grain Laboratory** has established an office in Wolf Point "to provide better grain grading and laboratory services to the agricultural community of Eastern Montana," which a State Department of Agriculture spokesman says accounts for approximately 25 percent of the state's grain. The new lab is to be funded by user fees.
- **The Montana cherry crop** was a successful one again this year, with nearly 2 million pounds of cherries harvested in July. Many of the cherries harvested this year were Lapins from trees planted after the devastating 1989 cold snap that killed many cherry trees in the orchards around Flathead Lake.
- **One of the last family-owned grain elevators** in northern Montana has been sold to Columbia Grain International. The 2-elevator Montana Wheat Growers Inc. operation was established between Cut Bank and Browning almost 40 years ago.
- **The world's largest handler** of natural mint oils has based a representative in the Flathead Valley. A.M. Todd Co.'s representative says Flathead growers produce mint famed for "the quality of the oil." About 40 farmers grow mint on about 7,000 acres in the Flathead Valley, with about a dozen also operating distilleries to extract the oil.

Mining

- **Cenex has announced plans** to sell its oil exploration and production department because, a corporate spokeswoman says, "it is not a core business for Cenex and the board thought it was the best strategic move for the future." She says the decision will not affect Cenex's refinery in Laurel. About 45 people are employed with the oil exploration entity.

Construction

- **Cenex has received final state approval** to build a 302-mile oil pipeline from north of Cut Bank to its refinery at Laurel. Trigon Engineering of Denver will supervise construction of the buried pipeline.
- **Construction has begun** on a Wal-Mart store in Great Falls scheduled to be completed next spring. The store will also house a McDonald's restaurant.
- **Ground has been broken** for a new Best Western motel in Missoula. The $6-million Best Western Grant Creek Inn will feature 130 guest rooms and conference space for 250 guests. Five other motels are also planned for Missoula: a 59-unit Sleep Inn, a 95-unit Holiday Inn Express, a 60-unit Hampton Inn, a 52-unit Comfort Inn and a 57-unit Fairfield Inn.
- **The Blackfeet Tribe** is building a $1.2 million community health clinic at Heart Butte that will be 4 times larger than its current clinic. The clinic structure will include a dental clinic—and an adjoining community service building will provide space for ambulance, fire and police services.
- **The Plains Hospital Corp.** has begun work on a new and bigger health clinic in Plains with the help of a federal economic development loan.

Manufacturing

- **Stimson Lumber Co. announced** in August that it plans on building an $8.5 million boiler at its Libby plywood mill to increase energy production while reducing particulate emissions by nearly 90 percent. A Stimson spokesman says the project will take about a year to complete. A temporary power system has been in place since a fire damaged the mill's power-generating plant in Aug. 1994.
- **The owners of Johnson Brothers** Contracting Inc. in Missoula and the Eureka Pellet Mills Inc. in Eureka have purchased the former Crown Pacific mill site in Superior. The Superior property would be a good location to eventually set up an industrial-grade wood pellet plant, according to a spokesman, and other parts of the former mill site might be leased to other businesses.
- **A group of investors** has bought the vacated Superior elementary school complex with the idea of operating an injection-molding plastics manufacturing plant. A spokesman says Montana Sales Corp. plans to remodel the newer of the two school buildings and employ 20 people in the manufacture of milk jugs and similar projects. The older building would be available for community use until other compatible businesses are

found to lease space to, he says. Superior grade schoolers moved into a new school this fall.

- **Big Sky Medical Corp.** of Bozeman has been acquired by Orthopedic Technology Inc. of Tracy, Calif. Big Sky Medical manufactures a knee brace that is used in the treatment of unicompartmental osteoarthritis of the knee. OrthTech manufactures and sells orthopedic products for the sports medicine market.
- **Lang Creek Brewery** made a public stock offering this summer to finance an expansion of its Marion microbrew plant to increase beer production and to begin bottling beers previously available only in kegs. Lang beers have recently been introduced in the Seattle, Bellingham and Olympia, Wash. markets, according to a spokesman.
- **Four-legged friends** around the country who can't use their back legs are staying mobile with prosthetic walking carts made by the K-9 Cart Co. in Big Sky.
- **Big Sky Insulations** of Belgrade has received an economic development loan to help with a $500,000 expansion at its plant. A spokesman says the company plans to add another type of sheet insulation to its manufacturing line and a dozen jobs to its 30-person work force.
- **Ash Grove Cement Co.** has scrapped plans to burn hazardous waste-derived fuel at its Montana City plant near Helena. Company spokesmen attributed the decision to public opposition and a cumbersome and expensive permitting process.

Transportation, Communications & Utilities

- **Frontier Airlines** has left Montana less than a year after resuming service to the state that it had previously abandoned in 1986. The most recent departure affected about 70 Frontier employees statewide, about 25 of whom also worked for Delta Airlines. Displaced employees were to be given hiring priority within the Frontier system, according to a Frontier spokesman. Frontier had provided service to Billings, Bozeman, Great Falls and Missoula.
- **Burlington Northern Inc.** and Santa Fe Pacific Corp. have received federal approval to merge their railways into the nation's largest rail network. A Montana Rail Link spokesperson says MRL "wholeheartedly supported" the merger, which will make it more feasible for Montana shippers to compete in the Southwest. About 70 Burlington Northern jobs could eventually be affected by the merger, according to media reports.

Trade

- **Montana-made products** were sold over the QVC television home-shopping network during a live telecast from Giant Springs State Park near Great Falls in July. The Montana show was the 25th in a series of shows featuring products from the 50 states. Most of the products capitalized on Montana's western heritage, and many were sold out during the 3-hour program.
- **Barnes & Noble, Inc.** is building a 25,000 square-foot "superstore" in Billings which will feature a Barnes & Noble cafe in addition to books and computer software. A spokeswoman says the store is expected to open in February or March. About 75 full- and part-time jobs will be created.

Finance, Insurance & Real Estate

- **Great Falls-based Crop Growers Corp.** has completed its acquisition of Dawson Hail Insurance Co. of Cargo, N.D. A Crop Growers spokesman says the acquisition will strengthen its presence in the Midwest, where Dawson is licensed to operate in Iowa, Kansas, Minnesota and the Dakotas. Crop Growers sells crop and hail insurance—and also develops and sells agricultural mapping software.
- **Company officials say** Great Falls Capital Corp. plans to liquidate its holdings this fall and distribute final dividend checks to shareholders. The for-profit venture capital firm was started in 1985 to help bring businesses and jobs to Great Falls.

Services

- **Montana locations** were showcased in 2 movies filmed during the third quarter of 1995. 20th Century Fox filmed 6-weeks worth of "Broken Arrow" action along a 40-mile stretch of Central Montana Rail line between Lewistown and Denton. And Cinergi Pictures Entertainment Inc. shot a 1950s family film called "Amanda" in the Red Lodge area. A State Commerce Department spokesman estimates more than $10 million will be spent in Montana this year on movies, documentaries and advertisements.
- **Billings' 2 hospitals** have merged their separate managed care organizations to improve efficiency. St. Vincent's Yellowstone Workers Health Plan and Deaconess' Work Montana are now

combined in a new program called Priority Health.

- **NASA has hired** a Butte firm to conduct a $1.5 million, 16-month study in Butte on the feasibility of building a high-speed wind tunnel for testing new space shuttle engine technology. In conjunction with the U.S. Energy Department's Office of Technology Development, Butte's MSE Inc. will evaluate a technology that may be able to test engines at up to 16 times the speed of sound.
- **The College of Great Falls** is changing its name to the University of Great Falls and focusing on becoming a small teaching university, according to its president. A 1993 decision to change the private college's name to Providence College of Great Falls was never finalized..

Government

- **The Montana Air National Guard's** 120th Fighter Group at Great Falls' Gore Hill is converting to newer-model fighter planes and changing from an air defense role to an air-to-ground attack role. The nationally-mandated force restructure will result in the loss of 4 pilot positions and 40 full-time support jobs.
- **The Social Security Administration** has put a decision to consolidate its Havre office with its office in Great Falls "on indefinite hold," a spokesman says, "because of comments made from the community." He says the reaction to close the Havre office was more severe than officials had expected.

Information used in the preceding industry briefs was gathered primarily from state newspaper reports.

Prevailing Wage Rates* Established for Alien Certification

Occupation	DOT Code**	Wage Rate	Date Set	Area
Secretary IV	201.362-030	$13.23 per Hour	07/26/95	Statewide
Accountant	160.162-018	$13.56 per Hour	07/26/95	Missoula
Fast Food Service Manager	185.137-010	$ 9.03 per Hour	07/28/95	Billings
Fast Food Service Manager	185.137-010	$10.04 per Hour	07/28/95	Great Falls
Petroleum Geologist	024.061-022	$33.77 per Hour	08/01/95	Statewide
Chemist	022.061-010	$16.10 per Hour	08/03/95	Statewide
Ski Instructor	153.227-018	$14.28 per Hour	08/17/95	Statewide
Systems Engineer II	030.167-014	$22.53 per Hour	08/24/95	Statewide
Grants Coordinator	169.117-014	$11.83 per Hour	08/24/95	Statewide
Ski School Host/Hostess	153.227-018	$ 6.82 per Hour	08/28/95	Statewide
Foreign Food Specialty Cook	313.361-030	$ 7.61 per Hour	09/12/95	Park & Gallatin Counties
Entry Level Physical Therapist	076.121-014	$ 16.77 per Hour	09/26/95	Statewide
Experienced Physical Therapist	076.121-014	$ 21.55 per Hour	09/26/95	Statewide
Entry Level Occupational Therapist	076.121-010	$ 14.77 per Hour	09/26/95	Statewide
Experienced Occupational Therapist	076.121-010	$ 18.94 per Hour	09/26/95	Statewide
Registered Nurse	075.364-010	$ 11.56 per Hour	09/29/95	Statewide
Sports Instructor	153.227-018	$ 10.98 per Hour	09/29/95	NW Montana
Chef	313.131-014	$ 5.92 per Hour	10/02/95	SE Montana
Instructor	090.227-010	$ 12.25 per Hour	10/11/95	Statewide
Industrial Designer	142.061-026	$ 12.25 per Hour	10/11/95	Statewide
General Practitioner	070.101-022	$ 41.70 per Hour	10/11/95	Statewide
Associate Professor	090.227-010	$ 39,720.82 Annually	10/23/95	Statewide
Tractor Truck Driver	904.383-010	$ 13.68 per Hour	10/23/95	Statewide
Senior Programmer Analyst	030.162-014	$ 18.80 per Hour	10/23/95	Statewide
Programmer Analyst	030.162-014	$ 12.33 per Hour	10/23/95	Statewide
Project Manager	189.117-030	$ 22.53 per Hour	10/23/95	Statewide
Project Manager/Coordinator	189.117-030	$ 22.53 per Hour	10/23/95	Statewide
Research Analyst/Report Writer	131.267-026	$ 24.84 per Hour	10/23/95	Statewide
Technical Specialist	033.162-018	$ 18.80 per Hour	10/23/95	Statewide
Systems Analyst	030.167-014	$ 18.80 per Hour	10/23/95	Statewide

*These rates are not the official prevailing wage rates that must be used for public works contracts. Those wage rates may be obtained from the Montana Dept. of Labor & Industry's Employment Relations Division.

**U.S. Department of Labor *Dictionary of Occupational Titles* job description code number.

Employee Leasing and Temporary Agencies in Montana

A national trend toward employers hiring workers through employee leasing firms and temporary agencies is being seen more and more in Montana.

Employers like the convenience of having access to a flexible work force and having someone else take care of administration and payroll tasks—and some employees like working part time in a variety of jobs. Many employees, however, are frustrated by the loss of working hours and benefits. And the new employment trend also frustrates those who try to keep track of which industries employees work in.

Numbers Growing

Montana Department of Labor and Industry (DLI) records show that from 1990 to 1995 the number of temporary agencies and Professional Employer Organizations (PEOs) in Montana grew from 27 to 86.

A PEO, or leasing firm, provides workers on a long-term or indefinite basis to a business as an alternative to the business hiring workers or employees. In addition to issuing payroll checks to workers, these firms report and pay workers' compensation premiums, unemployment insurance and other employment taxes out of their own accounts on behalf of clients.

A company's employees become employees of the PEO. And the business then contracts with the PEO for former employees to perform the same functions they were doing when they worked for the company. PEOs are licensed by the Montana Department of Labor and Industry's Employment Relations Division. If a PEO fails to pay taxes or premiums on Workers' Compensation or Unemployment Insurance, the client could be held responsible.

A temporary agency, on the other hand, provides workers only for short-term projects or events, and temporary workers act only to supplement the regular work force of the business.

According to DLI unemployment insurance administrative records, temp agencies and leasing firms employed 1,141 workers and paid out more than $2.5 million in wages in 1990. As of October 1995, 2,581 employees were employed by these firms which had paid out about $8.1 million in wages through the first 10 months of 1995.

Flexibility and Convenience

There are many benefits to businesses using temporaries. Spokesmen for 2 Montana temp agencies contacted for this article say their businesses have grown 4-fold since opening. They say business clients like to hire temporaries during peak business periods and to try out employees before offering permanent employment. Businesses also like having temp agencies handle all the administration and payroll paperwork for those employees.

In addition, some people working for temporary agencies think the temp lifestyle offers the best of both worlds. They're able to work when they want to and take time off when they want to. They're also able to try out different jobs that sometimes lead to permanent employment.

Fewer Hours and Benefits

Many temps, however, would prefer permanent positions if they could get them because, although temporary workers may get the same number of hours as permanent employees, they often come up short on benefits.

"Valuable benefits like health insurance, unpaid maternity leave and reimbursement accounts are not as frequently available to part-timers," according to an article in the July 1995 issue of American Demographics, Inc.'s *The Numbers News*, which, along with the U.S. Dept. of Labor, defines part-time work as less than 35 hours per week.

Part-time workers (also considered temporaries and contingents) especially lose out on health insurance coverage. According to *The Numbers News* article, "In 1991, 28 percent of part-time workers in medium and large private companies (those with 50, 100 or 250 employees, depending on the industry) had employer-sponsored health insurance, as did 83 percent of full-time workers. By 1993, the shares had declined to 24 percent of part-time workers and 82 percent of full-time workers." In addition, unpaid maternity leave is more likely to be given to full-time workers than part-time.

The *Numbers News* article continues, "Among medium and large companies, unpaid maternity leave was available to 60 percent of full-time workers in 1993, up from 37 percent in 1991. Among part-time workers, 36 percent were covered in 1993, compared with 19 percent in 1991."

A Montana AFL-CIO spokeswoman contacted for this article says temporary agencies and PEOs fill a need for some people in a transition stage of their lives who don't necessarily want permanent positions. But she says most people want permanent work, and temporary agencies and PEOs hinder movement to permanent employment by acting as barriers between employers and their employees. She says businesses like being able to have temp agencies and PEOs handle uncomfortable functions such as disciplining and firing employees. But workers find it hard to fight for better working conditions.

Getting a Handle on Employee Leasing

The 1995 Montana Legislature passed a set of laws to regulate Professional Employer Organizations in the state, effective July 1, 1995.

Professional Employer Organizations (PEOs) and other businesses offering employee leasing services to Montana employers are now required to become licensed by the Montana Department of Labor and Industry. PEOs must submit an application and pay a $750 nonrefundable fee. (The law doesn't apply to labor organizations, the State of Montana or its political subdivisions, the United States, or any programs or agencies of those entities.)

PEOs are also subject to background checks regarding their owners and managers. A PEO is required to have a minimum net worth and provide certain mandated benefits. Both the PEO and client are deemed to be the employer for the purpose of the exclusive remedy of workers' compensation. (The exclusive remedy means that an injured worker cannot sue the employer for on-the-job injuries, but instead gets workers' compensation benefits.)

The Montana Department of Labor and Industry's Unemployment Insurance Program recently adopted administrative rules related to PEOs. Because a PEO might have different clients in many industries, there is a question as to how to assign tax rates for a PEO. One of the new rules states the rate is based on the industry where most of the PEO's employees work. The PEO must provide the Department of Labor and Industry with a quarterly report providing a list of workers and which clients they're assigned to. If PEOs don't provide sufficient information, they're assigned to a division carrying the maximum rate for new employers. In the case of a PEO just starting up, it's assigned the maximum rate too. All rates are reviewed yearly.

Another administrative rule says any questions about whether a worker is an employee of the PEO or the client are resolved by looking at the provisions of Montana's PEO and workers' compensation laws.

Contingent Workers in the United States

A February 1995 survey by the U.S. Department of Labor's Bureau of Labor Statistics (BLS) found between 2.7 and 6.0 million workers (a range of 2.2 to 4.9 percent of total employment) employed in contingent jobs.

The survey was conducted as a supplement to BLS's Current Population Survey (CPS), which samples about 60,000 U.S. households every month. It was designed to obtain estimates of the numbers of people working as contingents, independent contractors, self-employed, on-call workers and those working for temporary help agencies and contract companies. Contingent work, as defined by the BLS study, is almost any work arrangement which differs from the commonly perceived norm of a full-time wage and salary job. These workers are those who don't have an implicit or explicit contract for ongoing employment. People not expecting to continue in their jobs for personal reasons such as retirement or returning to school are NOT considered contingent workers.

The February 1995 survey estimates released by BLS show 8.3 million workers (6.7 percent of the total employed) were independent contractors, 2.0 million (1.7 percent) worked on call, 1.2 million (1.0 percent) worked for temporary help agencies, and 652,000 (0.5 percent) worked for contract

firms that provided the worker's services to 1 customer at that customer's workplace.

(The estimate of independent contractors includes all those who identified themselves as independent contractors, consultants and freelance workers, regardless of whether they were identified as wage and salary workers or self-employed. In asking the self-employed if they were independent contractors, an attempt was made to distinguish self-employed who consider themselves to be independent contractors, consultants or freelance workers from those self-employed who were business operators such as shop owners or restaurateurs.)

Other Findings

The survey found that contingent workers were twice as likely as noncontingent workers to be young (16 to 24 years of age). About half of the contingent workers were women (compared to 46 percent of noncontingent) and 14 percent were black (compared to 10 percent of noncontingents).

Among 16- to 24-year-olds, contingent workers were more likely to be enrolled in school than full-time workers. For young people not enrolled in school, a larger number of contingent than noncontingent workers had less than a high school diploma, with the same holding true for people ages 25 to 64.

Although part-time workers (people who usually work less than 35 hours a week) made up a disproportionately large share of contingent workers, the vast majority of part-time workers (about 9 in 10) were not contingent workers.

The services industry alone accounted for more than half of the contingent total (53.5 to 54.8 percent according to a 3-alternative estimate method used by BLS)—followed by trade (12.0 to 13.4 percent), construction (9.8 to 11.8 percent) and manufacturing (9.5 to 10.8 percent). Contingent workers were concentrated in the professional, services, administrative support and operator, fabricator and laborer occupations.

The proportion of contingency workers who had health insurance from any source ranged from 57 to 65 percent. This was 17 to 25 percentage points lower than the proportion of noncontingent workers with health insurance. In addition, contingent workers were substantially less likely to receive insurance from their employers.

The majority of contingent workers surveyed said they would prefer to have permanent rather than temporary jobs—with only a third preferring the contingency arrangement. Among nonstudents, the proportion of contingent workers who were satisfied with their arrangement dropped by as many as 9 percentage points.

Worker Characteristics

Independent contractors were considerably more likely than workers in traditional arrangements to be white males, at least 25 years old, and out of school with at least a bachelor's degree. They tended to work part time—and to work in managerial, professional, sales or production occupations. They were more likely to work in construction, agriculture and services jobs—and less likely to work in manufacturing or wholesale and retail trade jobs.

The demographics of on-call workers (including day laborers) were similar to those of workers in traditional arrangements, but on-call workers were slightly younger. In terms of jobs, they were 3 times as likely to be in the construction industry, and were also more likely to work in the services industry. On-call workers, unlike traditional workers, tended to work part time and be in professional, services and operator, fabricator and laborer occupations.

Workers paid by temporary agencies were more likely than workers in traditional jobs to be women, young and black, and employed part time. They tended to work in administrative support and operator, fabricator and laborer occupations.

According to the study, most on-call workers and workers paid by temporary help agencies would prefer to be in traditional work arrangements. In stark contrast, more than 4 out of 5 independent contractors preferred their independent contractor status.

To Get a Copy of Report

Single copies of the 16-page "Contingent and Alternative Employment Arrangements, Report 900," are available free of charge from the Bureau of Labor Statistics, 202-606-6378 or 202-606-6373. The information is also available for the sensory-impaired. (Contact the TDD message referral phone number at 800-326-2577.)

TABLE 1-A
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

95 BMK
SEPTEMBER 1995 (P)

COUNTY	CIVILIAN LABOR FORCE	EMPLOY-MENT	UNEMPLOY-MENT	UNEMPLOYMENT RATE
MONTANA	434,700	413,702	20,998	4.8%
YELLOWSTONE	68,855	65,907	2,948	4.3%
CASCADE	35,902	34,226	1,676	4.7%
BEAVERHEAD	4,736	4,574	162	3.4%
BIG HORN	4,112	3,637	475	11.6%
BLAINE	2,515	2,304	211	8.4%
BROADWATER	1,751	1,672	79	4.5%
CARBON	3,909	3,723	186	4.8%
CARTER	759	745	14	1.8%
CHOUTEAU	2,337	2,258	79	3.4%
CUSTER	6,052	5,853	199	3.3%
DANIELS	1,229	1,197	32	2.6%
DAWSON	4,752	4,604	148	3.1%
DEER LODGE	4,398	4,098	300	6.8%
FALLON	1,735	1,692	43	2.5%
FERGUS	5,552	5,317	235	4.2%
FLATHEAD	39,096	36,745	2,351	6.0%
GALLATIN	36,045	35,400	645	1.8%
GARFIELD	812	785	27	3.3%
GLACIER	5,267	4,626	641	12.2%
GOLDEN VALLEY	451	420	31	6.9%
GRANITE	1,185	1,140	45	3.8%
HILL	8,359	7,918	441	5.3%
JEFFERSON	4,119	3,928	191	4.6%
JUDITH BASIN	861	816	45	5.2%
LAKE	8,879	8,155	724	8.2%
LEWIS & CLARK	26,011	24,745	1,266	4.9%
LIBERTY	888	861	27	3.0%
LINCOLN	7,797	7,111	686	8.8%
MCCONE	998	967	31	3.1%
MADISON	3,158	3,030	128	4.1%
MEAGHER	923	883	40	4.3%
MINERAL	1,345	1,211	134	10.0%
MISSOULA	49,485	47,370	2,115	4.3%
MUSSELSHELL	1,871	1,750	121	6.5%
PARK	11,390	11,072	318	2.8%
PETROLEUM	280	266	14	5.0%
PHILLIPS	2,326	2,212	114	4.9%
PONDERA	2,699	2,591	108	4.0%
POWDER RIVER	1,007	989	18	1.8%
POWELL	2,296	2,155	141	6.1%
PRAIRIE	605	578	27	4.5%
RAVALLI	14,077	13,274	803	5.7%
RICHLAND	5,391	5,174	217	4.0%
ROOSEVELT	3,687	3,340	347	9.4%
ROSEBUD	4,209	3,774	435	10.3%
SANDERS	3,634	3,244	390	10.7%
SHERIDAN	2,118	2,057	61	2.9%
SILVER BOW	17,963	17,006	957	5.3%
STILLWATER	3,594	3,448	146	4.1%
SWEET GRASS	1,550	1,514	36	2.3%
TETON	2,763	2,696	67	2.4%
TOOLE	2,776	2,657	119	4.3%
TREASURE	422	411	11	2.6%
VALLEY	4,131	4,003	128	3.1%
WHEATLAND	1,082	1,035	47	4.3%
WIBAUX	555	537	18	3.2%
L & C/JEFFERSON LMA	30,130	28,673	1,457	4.8%
MSLA/RAVALLI LMA	63,562	60,644	2,918	4.6%

SOURCE FOR DATA: SEE TECHNICAL NOTE S-1 ON FINAL PAGE

TABLE 1-B
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

95 BMK
AUGUST 1995 (R)

COUNTY	CIVILIAN LABOR FORCE	EMPLOY-MENT	UNEMPLOY-MENT	UNEMPLOYMENT RATE
MONTANA	442,401	421,250	21,151	4.8%
YELLOWSTONE	69,168	66,226	2,942	4.3%
CASCADE	36,729	34,955	1,774	4.8%
BEAVERHEAD	4,762	4,592	170	3.6%
BIG HORN	4,329	3,816	513	11.9%
BLAINE	2,677	2,473	204	7.6%
BROADWATER	1,839	1,765	74	4.0%
CARBON	3,918	3,725	193	4.9%
CARTER	815	795	20	2.5%
CHOUTEAU	2,490	2,404	86	3.5%
CUSTER	6,251	6,038	213	3.4%
DANIELS	1,191	1,161	30	2.5%
DAWSON	4,918	4,764	154	3.1%
DEER LODGE	4,195	3,883	312	7.4%
FALLON	1,786	1,739	47	2.6%
FERGUS	5,600	5,341	259	4.6%
FLATHEAD	40,673	38,507	2,166	5.3%
GALLATIN	37,283	36,583	700	1.9%
GARFIELD	872	843	29	3.3%
GLACIER	5,369	4,622	747	13.9%
GOLDEN VALLEY	480	447	33	6.9%
GRANITE	1,171	1,123	48	4.1%
HILL	8,375	7,858	517	6.2%
JEFFERSON	4,277	4,142	135	3.2%
JUDITH BASIN	909	862	47	5.2%
LAKE	8,568	7,852	716	8.4%
LEWIS & CLARK	27,357	26,094	1,263	4.6%
LIBERTY	934	913	21	2.2%
LINCOLN	7,964	7,239	725	9.1%
MCCONE	1,051	1,025	26	2.5%
MADISON	3,196	3,081	115	3.6%
MEAGHER	892	851	41	4.6%
MINERAL	1,322	1,192	130	9.8%
MISSOULA	49,713	47,644	2,069	4.2%
MUSSELSHELL	1,867	1,730	137	7.3%
PARK	11,912	11,612	300	2.5%
PETROLEUM	312	297	15	4.8%
PHILLIPS	2,436	2,314	122	5.0%
PONDERA	2,757	2,618	139	5.0%
POWDER RIVER	1,070	1,044	26	2.4%
POWELL	2,313	2,197	116	5.0%
PRAIRIE	642	621	21	3.3%
RAVALLI	14,095	13,350	745	5.3%
RICHLAND	5,396	5,137	259	4.8%
ROOSEVELT	3,744	3,329	415	11.1%
ROSEBUD	4,124	3,699	425	10.3%
SANDERS	3,535	3,141	394	11.1%
SHERIDAN	2,089	2,039	50	2.4%
SILVER BOW	17,731	16,846	885	5.0%
STILLWATER	3,582	3,445	137	3.8%
SWEET GRASS	1,549	1,513	36	2.3%
TETON	2,727	2,647	80	2.9%
TOOLE	2,896	2,787	109	3.8%
TREASURE	473	459	14	3.0%
VALLEY	4,390	4,245	145	3.3%
WHEATLAND	1,123	1,078	45	4.0%
WIBAUX	568	548	20	3.5%
L & C/JEFFERSON LMA	31,634	30,236	1,398	4.4%
MSLA/RAVALLI LMA	63,808	60,994	2,814	4.4%

SOURCE FOR DATA: SEE TECHNICAL NOTE S-1 ON FINAL PAGE

TABLE 1-C
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

95 BMK
JULY 1995 (R)

COUNTY	CIVILIAN LABOR FORCE	EMPLOY-MENT	UNEMPLOY-MENT	UNEMPLOYMENT RATE
MONTANA	449,471	427,823	21,648	4.8%
YELLOWSTONE	70,429	67,479	2,950	4.2%
CASCADE	37,202	35,471	1,731	4.7%
BEAVERHEAD	4,962	4,760	202	4.1%
BIG HORN	4,159	3,624	535	12.9%
BLAINE	2,608	2,367	241	9.2%
BROADWATER	1,770	1,680	90	5.1%
CARBON	4,042	3,808	234	5.8%
CARTER	816	800	16	2.0%
CHOUTEAU	2,486	2,412	74	3.0%
CUSTER	6,406	6,201	205	3.2%
DANIELS	1,281	1,250	31	2.4%
DAWSON	5,042	4,919	123	2.4%
DEER LODGE	4,197	3,892	305	7.3%
FALLON	1,796	1,748	48	2.7%
FERGUS	5,871	5,550	321	5.5%
FLATHEAD	40,951	38,838	2,113	5.2%
GALLATIN	38,736	37,990	746	1.9%
GARFIELD	871	844	27	3.1%
GLACIER	5,449	4,651	798	14.6%
GOLDEN VALLEY	445	419	26	5.8%
GRANITE	1,170	1,119	51	4.4%
HILL	8,468	7,913	555	6.6%
JEFFERSON	4,408	4,266	142	3.2%
JUDITH BASIN	894	834	60	6.7%
LAKE	8,556	7,845	711	8.3%
LEWIS & CLARK	28,290	26,875	1,415	5.0%
LIBERTY	911	891	20	2.2%
LINCOLN	7,698	6,948	750	9.7%
MCCONE	1,031	1,008	23	2.2%
MADISON	3,206	3,089	117	3.6%
MEAGHER	871	834	37	4.2%
MINERAL	1,354	1,213	141	10.4%
MISSOULA	50,192	48,197	1,995	4.0%
MUSSELSHELL	1,938	1,763	175	9.0%
PARK	12,191	11,857	334	2.7%
PETROLEUM	280	267	13	4.6%
PHILLIPS	2,413	2,306	107	4.4%
PONDERA	2,759	2,641	118	4.3%
POWDER RIVER	1,094	1,065	29	2.7%
POWELL	2,357	2,223	134	5.7%
PRAIRIE	599	583	16	2.7%
RAVALLI	14,293	13,506	787	5.5%
RICHLAND	5,380	5,128	252	4.7%
ROOSEVELT	3,794	3,363	431	11.4%
ROSEBUD	4,240	3,779	461	10.9%
SANDERS	3,597	3,129	468	13.0%
SHERIDAN	2,126	2,066	60	2.8%
SILVER BOW	18,487	17,664	823	4.5%
STILLWATER	3,646	3,505	141	3.9%
SWEET GRASS	1,542	1,504	38	2.5%
TETON	2,745	2,662	83	3.0%
TOOLE	2,927	2,793	134	4.6%
TREASURE	456	442	14	3.1%
VALLEY	4,420	4,287	133	3.0%
WHEATLAND	1,068	1,015	53	5.0%
WIBAUX	556	542	14	2.5%
L & C/JEFFERSON LMA	32,698	31,141	1,557	4.8%
MSLA/RAVALLI LMA	64,485	61,703	2,782	4.3%

SOURCE FOR DATA: SEE TECHNICAL NOTE S-1 ON FINAL PAGE

TABLE II
MONTANA CURRENT POPULATION SURVEY STATISTICS
(IN THOUSANDS)

1995 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	435.3	439.2	439.7	440.6	438.4	443.5	449.5	442.4	434.7				
EMPLOYED PERSONS	408.8	408.6	413.8	418.0	416.7	419.5	427.8	421.3	413.7				
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0				
PERSONS EMPLOYED IN AGRICULTURE	27.4	26.8	24.2	30.6	29.7	30.8	32.7	33.8	30.1				
UNEMPLOYED PERSONS	26.5	30.6	25.9	22.6	21.8	24.0	21.6	21.2	21.0				
% OF LABOR FORCE, UNADJUSTED 3/	6.1%	7.0%	5.9%	5.1%	5.0%	5.4%	4.8%	4.8%	4.8%				
% OF LABOR FORCE, SEASONALLY ADJ	4.9%	5.6%	4.9%	5.3%	5.5%	5.5%	5.3%	5.9%	5.8%				
U.S. UNADJUSTED	6.2%	5.9%	5.7%	5.6%	5.5%	5.8%	5.9%	5.6%	5.4%				
U.S. SEASONALLY ADJUSTED	5.7%	5.4%	5.5%	5.8%	5.7%	5.6%	5.7%	5.6%	5.6%				

1994 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	424.1	428.3	431.4	436.2	436.1	443.4	448.6	445.9	436.0	437.8	439.8	436.2	437.0
EMPLOYED PERSONS	396.4	399.6	405.0	415.1	416.9	422.3	429.1	428.6	418.3	418.5	418.1	412.1	415.0
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE	28.8	27.6	31.3	34.2	35.8	36.1	35.9	33.0	27.8	29.4	22.5	22.2	30.4
UNEMPLOYED PERSONS	27.7	28.7	26.4	21.1	19.3	21.1	19.6	17.3	17.7	19.3	21.7	24.1	22.0
% OF LABOR FORCE, UNADJUSTED 3/	6.5%	6.7%	6.1%	4.8%	4.4%	4.8%	4.4%	3.9%	4.1%	4.4%	4.9%	5.5%	5.1%
% OF LABOR FORCE, SEASONALLY ADJ	5.3%	5.3%	5.2%	5.0%	4.9%	4.9%	4.9%	4.9%	5.0%	5.0%	4.9%	5.0%	5.1%
U.S. UNADJUSTED	7.3%	7.7%	6.8%	6.2%	5.9%	6.2%	6.2%	5.9%	5.6%	5.4%	5.3%	5.1%	6.1%
U.S. SEASONALLY ADJUSTED	6.7%	6.6%	6.5%	6.4%	6.1%	6.1%	6.1%	6.0%	5.8%	5.7%	5.6%	5.4%	6.1%

1993 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	415.8	419.4	422.0	424.7	425.5	434.4	438.1	433.6	423.7	425.6	425.5	423.7	426.0
EMPLOYED PERSONS	383.0	386.6	390.8	399.2	401.0	407.6	413.4	412.4	403.2	403.3	401.2	398.3	400.0
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE	24.9	23.3	25.3	27.9	30.3	33.2	34.3	31.6	31.7	28.6	24.8	25.1	28.4
UNEMPLOYED PERSONS	32.7	32.8	31.2	25.5	24.5	26.8	24.7	21.2	20.5	22.3	24.3	25.4	26.0
% OF LABOR FORCE, UNADJUSTED 3/	7.9%	7.8%	7.0%	6.0%	5.8%	6.2%	5.6%	4.9%	4.8%	5.2%	5.7%	6.0%	6.0%
% OF LABOR FORCE, SEASONALLY ADJ	6.6%	6.4%	6.4%	6.2%	6.3%	6.3%	6.2%	6.0%	5.8%	5.8%	5.7%	5.5%	6.0%
U.S. UNADJUSTED	7.9%	7.7%	7.3%	6.8%	6.7%	7.1%	6.9%	6.5%	6.4%	6.3%	6.1%	6.0%	6.8%
U.S. SEASONALLY ADJUSTED	7.1%	7.0%	7.0%	7.0%	6.9%	6.9%	6.8%	6.7%	6.7%	6.7%	6.5%	6.4%	6.8%

1992 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	410.0	413.9	416.6	420.0	420.7	428.8	431.0	426.3	417.9	418.4	420.1	416.3	421.0
EMPLOYED PERSONS	376.5	379.9	384.4	393.2	394.5	400.2	404.9	402.7	394.2	393.2	392.8	387.5	392.0
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	*0.0	*0.0	0.0	0.2	0.0	0.0	0.0	*0.0
PERSONS EMPLOYED IN AGRICULTURE	25.6	27.5	32.7	34.0	32.6	34.8	37.0	34.8	34.4	30.2	28.6	28.3	31.7
UNEMPLOYED PERSONS	33.5	34.1	32.1	26.8	26.2	28.6	26.1	23.6	23.7	25.2	27.3	28.9	28.0
% OF LABOR FORCE, UNADJUSTED 3/	8.2%	8.2%	7.7%	6.4%	6.2%	6.7%	6.1%	5.5%	5.7%	6.0%	6.5%	6.9%	6.7%
% OF LABOR FORCE, SEASONALLY ADJ	7.0%	6.8%	6.7%	6.5%	6.7%	6.8%	6.7%	6.7%	6.7%	6.6%	6.5%	6.5%	6.7%
U.S. UNADJUSTED	8.0%	8.1%	7.7%	7.1%	7.2%	7.8%	7.6%	7.3%	7.2%	6.8%	7.0%	7.0%	7.4%
U.S. SEASONALLY ADJUSTED	7.1%	7.3%	7.3%	7.3%	7.4%	7.7%	7.6%	7.6%	7.5%	7.4%	7.3%	7.3%	7.4%

1/ESTIMATES BASED ON NATIONAL HOUSEHOLD SAMPLE, CENSUS AND OTHER RELATIONSHIPS. INCLUDES SELF-EMPLOYED, UNPAID FAMILY AND DOMESTIC WORKERS. CURRENT MONTH PRELIMINARY. REVISED TO 1995 BENCHMARKS.
2/NON-ADDITIVE: INCLUDED IN TOTAL EMPLOYMENT.
3/COMPUTED FROM WHOLE (UNROUNDED) NUMBERS. RESIDENCE SERIES BEGAN IN JANUARY 1970.
*UNDER 50

SOURCE FOR RESIDENCE DATA: SEE TECHNICAL NOTES S-1 AND S-2 ON FINAL PAGE.

TABLE III
M O N T A N A
STATEWIDE EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

94BM

1995

(Page 1)

(ESTABLISHMENT DATA) 1995	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
NON-FARM WAGE & SALARY JOBS	339.0	339.0	341.8	344.6	351.1	354.8	354.4	358.3	361.5				
TOTAL PRIVATE	262.5	261.4	263.6	266.9	272.7	279.7	284.7	287.3	285.5				
GOODS PRODUCING	41.7	40.6	41.5	42.5	43.9	46.6	47.9	48.7	48.7				
SERVICE PRODUCING	297.3	298.4	300.3	302.1	307.2	308.2	306.5	309.6	312.8				
PRIVATE SERVICE PRODUCING	220.8	220.8	222.1	224.4	228.8	233.1	236.8	238.6	236.8				
MINING	5.2	5.1	5.2	5.4	5.4	5.7	5.6	5.6	5.5				
METAL MINING	2.1	2.1	2.1	2.1	2.2	2.3	2.3	2.3	2.3				
GOLD & SILVER ORES	1.2	1.2	1.2	1.2	1.2	1.3	1.2	1.3	1.2				
COAL MINING	1.0	1.0	0.9	1.0	1.0	1.0	1.0	1.0	1.0				
OIL & GAS EXTRACTION	1.4	1.4	1.4	1.5	1.4	1.5	1.5	1.5	1.4				
NONMETALLIC MINERALS	0.7	0.6	0.7	0.8	0.8	0.9	0.8	0.8	0.8				
CONSTRUCTION	13.0	12.2	13.1	14.4	15.3	16.8	18.1	18.8	18.9				
GENERAL BUILDING CONTRACTORS	4.6	4.2	4.3	4.4	4.6	5.1	5.3	5.4	5.4				
HEAVY CONSTRUCTION CONTRACT.	2.4	2.3	2.7	3.6	4.0	4.5	4.4	5.0	5.0				
SPECIAL TRADE CONTRACTORS	6.0	5.7	6.1	6.4	6.7	7.2	8.4	8.4	8.5				
MANUFACTURING	23.5	23.3	23.2	22.7	23.2	24.1	24.2	24.3	24.3				
DURABLE GOODS	14.6	14.6	14.4	14.2	14.6	15.3	15.4	15.3	15.1				
LUMBER & WOOD PRODUCTS	7.5	7.5	7.0	6.8	7.1	7.6	7.5	7.5	7.3				
*LOGGING	1.5	1.5	1.1	0.9	1.2	1.4	1.5	1.5	1.5				
SAWMILLS & PLANING	3.8	3.8	3.8	3.7	3.8	3.9	3.8	3.8	3.7				
*STONE, CLAY & GLASS	1.0	0.9	2.2	1.1	1.1	1.2	1.2	1.2	1.2				
PRIMARY METAL INDUSTRIES	0.9	1.0	1.0	1.0	0.9	1.0	1.0	1.1	1.1				
NONDURABLE GOODS	8.9	8.7	8.8	8.5	8.6	8.8	8.8	9.0	9.2				
FOOD & KINDRED PRODUCTS	2.6	2.5	2.5	2.3	2.3	2.4	2.5	2.7	2.8				
PRINTING & PUBLISHING	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	2.9				
TRANS., COMM. & UTILITIES	20.6	20.5	20.2	20.2	20.7	20.9	20.8	21.1	21.4				
TRANSPORTATION	13.0	12.7	12.6	12.7	13.0	13.2	12.9	13.2	13.6				
RAILROAD	3.5	3.2	3.2	3.2	3.4	3.4	3.5	3.5	3.5				
LOCAL & INTERURBAN	1.6	1.6	1.6	1.5	1.6	1.4	1.0	1.1	1.5				
TRUCKING & WAREHOUSE	5.8	5.8	5.7	5.8	5.8	5.9	6.1	6.3	6.3				
COMMUNICATIONS & UTILS	7.6	7.8	7.6	7.5	7.7	7.7	7.9	7.9	7.8				
COMMUNICATIONS	3.3	3.5	3.3	3.2	3.3	3.3	3.4	3.4	3.4				
TELEPHONE COMM.	1.7	1.8	1.7	1.6	1.6	1.6	1.7	1.7	1.7				
ELECTRIC,GAS,SANITARY	4.3	4.3	4.3	4.3	4.4	4.4	4.5	4.5	4.4				
COMBINATION UTILITY	2.5	2.5	2.5	2.5	2.5	2.5	2.6	2.5	2.5				
TRADE	92.2	91.6	92.1	92.9	95.1	96.5	98.2	99.2	98.3				
WHOLESALE TRADE	17.9	17.9	18.0	18.1	18.2	18.2	18.2	18.3	18.2				
WHOLESALE - DURABLES	9.4	9.4	9.4	9.4	9.4	9.5	9.5	9.6	9.6				
WHOLESALE - NONDURABLE	8.5	8.5	8.6	8.7	8.8	8.7	8.7	8.7	8.6				
RETAIL TRADE	74.3	73.7	74.1	74.8	76.9	78.3	80.0	80.9	80.1				
BLDNG MATERIALS, GRDN SUPL	3.8	3.8	3.9	4.2	4.3	4.5	4.5	4.4	4.2				
GENERAL MERCHANDISE	8.6	8.4	8.3	8.0	8.2	8.4	8.5	8.6	8.7				
DEPARTMENT STORES	6.9	6.6	6.5	6.2	6.3	6.4	6.5	6.7	6.8				
FOOD STORES	10.0	10.0	9.9	10.0	10.1	10.3	10.8	10.8	10.8				
AUTOMOTIVE DEALERS	10.4	10.4	10.5	10.6	10.8	11.0	11.0	11.1	10.8				
NEW, USED CAR DEALER	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.7				

SOURCE FOR DATA: SEE TECHNICAL NOTE S-4 ON FINAL PAGE

*ITEMS MARKED WITH AN * ARE PRODUCED BY THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY FOR USE AS STATE ECONOMIC INDICATORS

TABLE III
M O N T A N A
STATEWIDE EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

94 BM

1995

(Page 2)

(ESTABLISHMENT DATA) 1994	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
GAS STATIONS	4.5	4.5	4.5	4.6	4.6	4.9	4.8	4.9	4.8				
APPAREL & ACCESSORY	2.4	2.3	2.4	2.3	2.3	2.4	2.5	2.5	2.4				
FURN, HOMEFURN, EQUIP	3.0	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2				
EATING & DRINKING	28.3	28.2	28.5	28.9	30.0	30.4	31.1	31.7	31.5				
MISC RETAIL	7.8	7.5	7.5	7.7	8.1	8.2	8.4	8.6	8.5				
FINANCE, INS. REAL EST.	15.7	15.7	15.8	15.8	16.0	16.3	16.4	16.3	16.1				
FINANCE	8.0	8.0	8.0	8.0	8.1	8.2	8.2	8.2	8.1				
DEPOSITORY INSTITUTIONS	5.9	5.9	5.9	5.9	5.9	6.0	6.1	6.1	6.0				
COMMERCIAL BANKS	4.3	4.3	4.3	4.3	4.3	4.4	4.4	4.4	4.4				
INSURANCE	4.3	4.3	4.4	4.3	4.4	4.4	4.4	4.4	4.4				
INSURANCE CARRIERS	2.2	2.2	2.2	2.2	2.2	2.3	2.3	2.3	2.3				
INSURANCE AGENTS	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1	2.1				
REAL ESTATE	3.4	3.4	3.4	3.5	3.5	3.7	3.8	3.7	3.6				
SERVICES	92.3	93.0	94.0	95.5	97.0	99.4	101.4	102.0	101.0				
HOTELS & OTHR LODGING	7.7	7.7	7.8	7.8	8.4	9.7	11.0	11.3	10.5				
PERSONAL SERVICES	2.8	2.9	2.9	2.9	2.7	2.7	2.8	2.8	2.7				
BUSINESS SERVICES	9.1	9.3	9.4	10.0	10.5	10.7	11.2	11.2	11.0				
AUTO & MISC REPAIR	4.4	4.4	4.4	4.6	4.7	4.8	4.8	4.8	4.8				
AMUSEMENT, INCL MOVIES	7.4	7.3	7.5	7.4	7.8	8.4	8.9	8.9	8.5				
HEALTH SERVICES	31.4	31.5	31.5	31.5	31.4	31.5	31.7	32.1	32.1				
NURSING & PRSNL CARE	5.7	5.8	5.7	5.8	5.7	5.7	5.7	5.8	5.8				
HOSPITALS	14.6	14.5	14.6	14.5	14.6	14.8	14.8	15.0	14.8				
LEGAL SERVICES	2.3	2.2	2.3	2.3	2.3	2.3	2.3	2.3	2.3				
EDUCATIONAL SERVICES	2.9	3.0	3.2	3.3	3.1	2.8	2.5	2.4	2.9				
SOCIAL SERVICES	9.3	9.4	9.4	9.6	9.6	9.3	9.2	9.2	9.5				
RESIDENTIAL CARE	1.9	1.9	1.9	1.9	1.9	2.0	2.0	2.0	1.9				
MEMBERSHIP ORGANIZATION	7.9	8.0	8.1	8.2	8.4	8.7	8.9	8.9	8.8				
ENGINEERING & MNGMENT	6.0	6.0	6.1	6.3	6.2	6.2	6.1	6.1	6.2				
ENGINEER, ARCHITECTS	1.7	1.7	1.7	1.7	1.8	1.8	1.9	1.9	1.9				
* ACCOUNTING, AUDITING	1.7	1.8	1.8	1.8	1.6	1.6	1.6	1.6	1.6				
TOTAL GOVERNMENT	76.5	77.6	78.2	77.7	78.4	75.1	69.7	71.0	76.0				
TOTAL FEDERAL GOVT.	12.6	12.5	12.6	12.9	13.5	14.1	14.6	14.6	13.9				
TOTAL STATE GOVERNMENT	22.9	23.4	23.6	23.3	22.4	19.9	19.5	20.3	22.5				
STATE EDUCATION	11.9	12.3	12.4	12.2	11.5	8.7	8.4	9.2	11.4				
*OTHER STATE GOVT.	11.0	11.1	11.1	11.2	10.9	11.1	11.1	11.1	11.1				
TOTAL LOCAL GOVERNMENT	41.0	41.7	42.0	41.5	42.5	41.1	35.6	36.1	39.6				
LOCAL EDUCATION	27.4	28.2	28.4	27.9	28.3	25.4	20.0	19.8	25.6				
*OTHER LOCAL GOVT.	13.6	13.5	13.6	13.6	14.2	15.7	15.6	16.3	14.0				

*SEE FOOTNOTE ON PAGE 1 OF THIS TABLE

TABLE IV
M O N T A N A
STATEWIDE FEMALE EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

1995

94BM

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
(ESTABLISHMENT DATA) 1995													
NON-FARM WAGE & SALARY JOBS	166.4	167.1	168.1	168.6	170.7	170.5	169.5	172.0	176.5				
TOTAL PRIVATE	126.6	126.5	127.3	127.9	129.7	131.8	134.3	135.8	135.7				
MINING	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7				
CONSTRUCTION	1.4	1.4	1.4	1.5	1.4	1.6	1.8	1.9	1.9				
MANUFACTURING	5.0	4.9	5.0	4.9	4.9	5.0	5.0	4.9	5.0				
DURABLE GOODS	2.4	2.4	2.5	2.4	2.4	2.5	2.5	2.4	2.4				
NONDURABLE GOODS	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.6				
TCU 1/	5.3	5.2	5.2	5.1	5.3	5.4	5.2	5.3	5.4				
TRANSPORTATION	2.8	2.7	2.7	2.7	2.8	2.9	2.7	2.8	2.9				
COMMUNICATIONS & UTILS	2.5	2.5	2.4	2.4	2.5	2.5	2.5	2.5	2.5				
TRADE	43.2	42.6	43.0	43.1	44.1	45.2	46.5	47.1	46.7				
WHOLESALE TRADE	4.2	4.2	4.2	4.3	4.2	4.3	4.4	4.4	4.3				
RETAIL TRADE	39.0	38.4	38.8	38.8	39.9	40.9	42.1	42.7	42.4				
EATING & DRINKING	15.6	15.6	15.9	16.1	16.7	16.9	17.4	17.9	17.9				
FIRE 2/	10.6	10.7	10.8	11.0	11.0	11.0	11.5	11.2	11.3				
FINANCE	5.9	5.9	5.9	5.9	5.9	5.8	6.0	5.8	6.0				
SERVICES	60.4	61.0	61.2	61.6	62.3	62.9	63.6	64.7	64.7				
HOTELS & OTHR LODGING	4.3	4.2	4.3	4.3	4.6	5.1	6.2	6.4	6.1				
HEALTH SERVICES	26.2	26.2	26.3	26.2	26.2	26.4	26.6	27.0	26.8				
TOTAL GOVERNMENT	39.8	40.6	40.8	40.7	41.0	38.7	35.2	36.2	40.8				
FEDERAL GOVERNMENT	5.1	5.1	5.1	5.2	5.3	5.6	6.0	6.3	5.8				
STATE GOVERNMENT	11.3	11.6	11.6	11.5	11.2	9.8	9.6	9.8	11.0				
LOCAL GOVERNMENT	23.4	23.9	24.1	24.0	24.5	23.3	19.6	20.1	24.0				

1/ TRANSPORTATION/COMMUNICATION/UTILITIES
2/ FINANCE/INSURANCE/REAL ESTATE

FEMALE EMPLOYMENT IS PRODUCED BY THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY FOR USE AS A STATE ECONOMIC INDICATOR

SOURCE FOR DATA: SEE TECHNICAL NOTE S-5 ON FINAL PAGE

TABLE V
MONTANA HOURS & EARNINGS
For Private Nonagricultural Production Workers

	Production Employment (In Thousands)				Average Weekly Earnings			
	July 1995	Aug 1995	Sept. 1995	Sept. 1994	July 1995	Aug. 1995	Sept. 1995	Sept. 1994
*TOTAL PRIVATE	242.6	244.9	242.9	233.0	$346.94	$339.15	$340.03	$340.46
MINING	4.2	4.2	4.2	4.3	$633.29	$654.53	$680.96	$662.06
*CONSTRUCTION	14.8	15.6	16.1	14.7	$611.88	$624.88	$623.78	$625.86
MANUFACTURING	18.2	18.3	18.4	18.0	$565.66	$516.50	$509.86	$514.01
Durable Goods	12.8	12.8	12.6	12.3	$472.15	$489.57	$501.94	$482.26
Non-Durable	5.4	5.5	5.8	5.7	$787.07	$578.98	$530.16	$582.80
*TCU 1/	18.5	18.6	19.1	18.8	$607.92	$612.13	$611.78	$576.63
*Transportation	11.5	11.6	12.3	11.9	$548.00	$559.20	$528.45	$530.24
*Comm. & Util.	7.0	7.0	6.8	6.9	$707.27	$701.41	$759.81	$655.66
*TRADE	86.7	87.6	86.7	84.4	$245.29	$240.65	$236.61	$235.31
*Wholesale Trade	15.1	15.2	15.0	14.9	$428.35	$425.50	$415.88	$386.64
*Retail Trade	71.6	72.4	71.7	69.5	$207.09	$202.65	$198.25	$202.77
*FIRE 2/	12.8	12.5	12.2	12.6	$365.00	$341.32	$337.81	$347.55
*SERVICES	87.4	88.1	86.2	80.2	$283.97	$276.92	$280.96	$283.91

	Average Weekly Hours				Average Hourly Earnings			
	July 1995	Aug. 1995	Sept. 1995	Sept. 1994	July 1995	Aug. 1995	Sept. 1995	Sept. 1994
*TOTAL PRIVATE	33.2	32.8	32.2	32.8	$10.45	$10.34	$10.56	$10.38
MINING	40.7	41.4	41.7	43.7	$15.56	$15.81	$16.33	$15.15
*CONSTRUCTION	38.8	39.7	38.6	40.3	$15.77	$15.74	$16.16	$15.53
MANUFACTURING	39.2	39.7	39.1	39.6	$14.43	$13.01	$13.04	$12.98
Durable Goods	38.2	39.9	39.9	39.4	$12.36	$12.27	$12.58	$12.24
Non-Durable	41.6	39.2	37.6	40.0	$18.92	$14.77	$14.10	$14.57
*TCU 1/	40.8	40.7	39.7	39.2	$14.90	$15.04	$15.41	$14.71
*Transportation	40.0	40.0	38.1	39.6	$13.70	$13.98	$13.87	$13.39
*Comm. & Util.	42.2	41.9	42.4	38.5	$16.76	$16.74	$17.92	$17.03
*TRADE	30.7	30.5	29.8	29.9	$7.99	$7.89	$7.93	$7.87
*Wholesale Trade	36.8	37.0	37.0	35.9	$11.64	$11.50	$11.24	$10.77
*Retail Trade	29.5	29.2	28.2	28.6	$7.02	$6.94	$7.03	$7.09
*FIRE 2/	36.5	34.9	34.4	35.5	$10.00	$9.78	$9.82	$9.79
*SERVICES	30.9	30.1	29.7	30.3	$9.19	$9.20	$9.46	$9.37

1/ TRANSPORTATION/COMMUNICATION/UTILITIES
2/ FINANCE/INSURANCE/REAL ESTATE

*ITEMS MARKED WITH AN *ARE PRODUCED BY THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY FOR USE AS STATE ECONOMIC INDICATORS.

PRODUCTION WORKERS ARE NON SUPERVISORY AND NON GOVERNMENT PAYROLL PERSONNEL.
SOURCE FOR DATA: SEE TECHNICAL NOTE S-4 ON FINAL PAGE

TABLE VI
THE CONSUMER PRICE INDEX - U.S.
NOT SEASONALLY ADJUSTED

ALL ITEMS
(1982-1984 = 100)

	1995		1994		1993	
	CPI-U	CPI-W	CPI-U	CPI-W	CPI-U	CPI-W
January	150.3	147.8	146.2	143.6	142.6	140.3
February	150.9	148.3	146.7	144.0	143.1	140.7
March	151.4	148.7	147.2	144.4	143.6	141.1
April	151.9	149.3	147.4	144.7	144.0	141.6
May	152.2	149.6	147.5	144.9	144.2	141.9
June	152.5	149.9	148.0	145.4	144.4	142.0
July	152.5	149.9	148.4	145.8	144.4	142.1
August	152.9	150.2	149.0	146.5	144.8	142.4
September	153.2	150.6	149.4	146.9	145.1	142.6
October			149.5	147.0	145.7	143.3
November			149.7	147.3	145.8	143.4
December			149.7	147.2	145.8	143.3
Dec-to-Dec %			2.7%	2.7%	2.7%	2.5%
ANNUAL AVERAGE:			148.2	145.6	144.5	142.1
Ann Avg %			2.6%	2.5%	3.0%	2.8%

			% Change From		Ann Average %	
Expenditure Category CPI-U Index	Relative Importance	Sept. 1995	August 1995	Sept. 1994	1994	1993
ALL ITEMS	100%	153.2	0.2%	2.5%	2.6%	3.0%
Food & Beverages	18%	149.4	0.3%	2.6%	2.3%	2.1%
Housing	42%	149.5	-0.1%	2.5%	2.5%	2.7%
Apparel & Upkeep	6%	132.7	2.0%	-1.1%	-0.2%	1.4%
Transportation	18%	138.8	-0.3%	2.1%	3.0%	3.1%
Medical Care	6%	222.1	0.2%	4.4%	4.8%	5.9%
Entertainment	4%	154.9	0.5%	2.8%	2.9%	2.5%
Other Goods & Services	6%	210.2	1.2%	4.4%	2.9%	5.2%

Purchasing Power Of Consumer Dollar:	Sept. 1995	August 1995	Sept. 1994	Ann Average 1994	Ann Average 1993
(1982-84 = $1.00)	$0.65	$0.65	$0.67	$0.67	$0.69

THE CONSUMER PRICE INDEX (CPI) IS A MEASURE OF THE AVERAGE CHANGE IN THE PRICES PAID BY URBAN CONSUMERS FOR A FIXED MARKET BASKET OF GOODS AND SERVICES. THE CPI IS CALCULATED MONTHLY FOR TWO POPULATION GROUPS, ONE CONSISTING ONLY OF THE URBAN HOUSEHOLDS WHOSE PRIMARY SOURCE OF INCOME IS DERIVED FROM THE EMPLOYMENT OF WAGE EARNERS AND CLERICAL WORKERS (CPI-W). AS NEW USES WERE DEVELOPED FOR THE CPI IN RECENT YEARS, THE NEED FOR A BROADER AND MORE REPRESENTATIVE INDEX BECAME APPARENT. THE ALL-URBAN CONSUMER INDEX (CPI-U), INTRODUCED IN 1978, IS REPRESENTATIVE OF THE 1982-84 BUYING HABITS OF ABOUT 80% OF THE NONINSTITUTIONAL POPULATION, COMPARED WITH 32% REPRESENTED IN CPI-W.

SOURCE FOR DATA: SEE TECHNICAL NOTE S-6 ON FINAL PAGE

TABLE VII
NEW AND CHANGED OWNERSHIP BUSINESSES IN MONTANA

AREAS	New July To Sept. 1995	Changed July To Sept. 1995	New July To Sept. 1994	Changed July To Sept. 1994	Year-to-Date 1995	Year-to-Date 1994
STATE OF MONTANA	846	388	805	234	3492	3323
GREAT FALLS MSA	54	21	53	23	204	248
BILLINGS MSA	102	51	129	30	343	463
MULTI COUNTY BUSINESS	68	21	70	4	238	220
ANACONDA-BUTTE LFA	65	29	47	16	241	208
BEAVERHEAD	5	10	11	3	32	48
DEER LODGE	3	1	2	0	23	12
GRANITE	4	1	2	3	13	14
MADISON	12	1	8	2	43	32
POWELL	4	3	4	1	13	16
SILVER BOW	37	13	20	7	117	86
BOZEMAN LFA	104	49	90	26	448	385
GALLATIN	79	38	66	19	343	298
MEAGHER	1	1	1	1	11	8
PARK	24	10	23	6	94	79
GLASGOW LFA	12	11	22	8	75	85
DANIELS	2	1	2	1	10	9
PHILLIPS	2	5	3	0	19	12
ROOSEVELT	3	1	4	2	17	23
SHERIDAN	3	1	5	2	13	12
VALLEY	2	3	8	3	16	29
GLENDIVE LFA	8	3	15	8	50	72
DAWSON	1	1	4	2	16	23
GARFIELD	0	0	0	0	2	4
MCCONE	1	1	1	0	6	8
PRAIRIE	1	0	0	0	1	0
RICHLAND	5	0	10	6	22	37
WIBAUX	0	1	0	0	3	0
HARDIN-RED LODGE LFA	25	14	22	10	98	97
BIG HORN	4	5	4	4	26	22
CARBON	9	2	13	3	25	42
STILLWATER	8	7	4	1	35	25
SWEET GRASS	4	0	1	2	12	8

CHANGED OWNERSHIP BUSINESSES ARE SUCCESSORS TO ACTIVE ACCOUNTS (AN ESTABLISHED BUSINESS WITH A NEW OWNER) WHICH ACCOUNT FOR OVER ONE-FOURTH OF THE TOTAL.

MSA-Metropolitan Statistical Area
LFA-Labor Force Area

SOURCE: This table was prepared by the Montana Department of Labor & Industry, Research & Analysis Bureau, from Unemployment Insurance administrative records and is produced for informational purposes only.

TABLE VII
NEW AND CHANGED OWNERSHIP BUSINESSES IN MONTANA

AREAS	New July To Sept. 1995	Changed July To Sept. 1995	New July To Sept. 1994	Changed July To Sept. 1994	Year-to-Date 1995	Year-to-Date 1994
HAVRE LFA	14	11	12	7	65	67
BLAINE	1	0	3	1	15	8
HILL	10	11	9	6	44	51
LIBERTY	3	0	0	0	6	8
HELENA LFA	62	24	77	17	235	236
BROADWATER	6	0	6	1	17	13
JEFFERSON	6	0	6	2	25	23
LEWIS & CLARK	50	24	65	14	193	200
KALISPELL LFA	121	56	93	39	514	464
FLATHEAD	81	36	69	29	363	323
LAKE	26	11	17	6	90	85
LINCOLN	14	9	7	4	61	56
LEWISTOWN LFA	14	10	24	9	79	84
FERGUS	11	5	10	6	45	53
GOLDEN VALLEY	0	0	1	1	1	2
JUDITH BASIN	0	2	0	0	7	3
MUSSELSHELL	3	1	9	1	20	17
PETROLEUM	0	0	1	0	2	1
WHEATLAND	0	2	3	1	4	8
MILES CITY LFA	14	16	15	5	70	65
CARTER	0	0	0	0	6	3
CUSTER	4	6	9	3	30	37
FALLON	2	2	1	0	8	6
POWDER RIVER	1	2	3	0	4	5
ROSEBUD	5	6	2	1	20	12
TREASURE	2	0	0	1	2	2
MISSOULA LFA	160	59	118	29	584	546
MINERAL	3	0	3	1	13	20
MISSOULA	99	42	80	13	366	339
RAVALLI	44	14	26	10	153	144
SANDERS	14	3	9	5	52	43
SHELBY-CUT BANK LFA	23	13	18	3	95	83
CHOUTEAU	3	3	3	2	14	13
GLACIER	5	7	6	1	30	32
PONDERA	3	1	1	0	14	9
TETON	6	1	3	0	18	11
TOOLE	6	1	5	0	19	18

CHANGED OWNERSHIP BUSINESSES ARE SUCCESSORS TO ACTIVE ACCOUNTS (AN ESTABLISHED BUSINESS WITH A NEW OWNER) WHICH ACCOUNT FOR OVER ONE-FOURTH OF THE TOTAL.

MSA-Metropolitan Statistical Area
LFA-Labor Force Area

SOURCE: This table was prepared by the Montana Department of Labor & Industry, Research & Analysis Bureau, from Unemployment Insurance administrative records and is produced for informational purposes only.

Reliability of CES Estimates

The relatively large size of the **Current Employment Statistics (CES)** sample *(see table below)* assures a high degree of accuracy. As with all sample-based estimates, however, differences between the CES and actual employment levels may be caused by sampling error, changes in industry classification of businesses, or openings and closings of businesses. Thus, the CES estimates are adjusted each year during the benchmark process.

The following table presents the amount and percent revision of Nonagricultural Wage-and-Salary All Employees estimates at the most recent benchmark for major industry divisions.

Benchmark Evaluation of ALL EMPLOYEES For Major Industry Divisions in Montana (Employment in Thousands)

Industry Title	Final Est. 3/94	Bench-mark 3/94	Amount Revised 3/94	Percent Revised 3/94	Sample Units 3/94	Sample Employ. 3/94	Sample % of Universe
TOTAL Nonagricultural	325.5	326.2	0.7	0.21%	2,288	140.8	43%
TOTAL Private	249.6	250.0	0.4	0.16%	2,035	88.0	35%
Goods Producing	39.0	38.7	-0.3	-0.78%	438	17.2	44%
Private Service Producing	210.6	211.3	0.7	0.33%	1,597	70.8	34%
Mining	5.4	5.1	-0.3	-5.88%	74	3.6	71%
Construction	11.4	11.7	0.3	2.56%	142	2.9	25%
Manufacturing	22.2	21.9	-0.3	-1.37%	222	10.7	49%
Durable Goods	13.7	13.4	-0.3	-2.24%	142	6.6	49%
Nondurable Goods	8.5	8.5	0.0	0.00%	80	4.1	48%
Transport. Commun. & Utilities	19.9	20.2	0.3	1.49%	164	11.7	58%
Trade	86.4	87.5	1.1	1.26%	724	23.9	27%
Wholesale	17.2	17.2	0.0	0.00%	191	4.6	27%
Retail	69.2	70.3	1.1	1.56%	533	19.3	27%
Finance,Insurance&Real Estate	15.0	15.3	0.3	1.96%	196	6.1	40%
Services	89.3	88.3	-1.0	1.13%	513	29.1	33%
Government	75.9	76.2	0.3	0.39%	253	52.8	69%

Women Workers, **Production Workers**, and **Hours and Earnings** estimates are not subject to benchmark revisions at the estimating cell level because there is no universe count available. These categories are entirely sample based. The broader groupings may be affected by changes in employment weights as the cells are reaggregated during benchmarking.

GLOSSARY OF TERMS

1.) Civilian Labor Force-The number of persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces.

2.) Employed-Those persons who work for pay or profit during a week or, as unpaid family workers, work 15 hours or more during a week. Also included as employed are those who although not working had some job attachment and were not looking for work, including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off.

3.) Unemployed-Those persons who, for an entire week, did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

4.) Unemployed Rate-The number of unemployed expressed as a percent of the civilian labor force.

5.) Residence Data-A count of people by where people live.

6.) Establishment Data-A count of jobs by where people work.

7.) Seasonally Adjusted Labor Force Series-To facilitate the evaluation of labor force, recurrent yearly movements have been isolated and removed using the X-11 ARIMA method of seasonal adjustment. This is the same method used by the Bureau of labor Statistics to seasonally adjust the national labor force series.

8.) MSA-Metropolitan Statistical Area as determined by the Office of Management and Budget. The MSA must have a central city with a population of 50,000 or more.

9.) LFA-Labor Force Area as determined by the Research and Analysis Bureau, Montana Department of Labor and Industry, consists of a central city or cities with a population of less than 50,000 and the economically integrated geographical area surrounding it.

10.) SDA-The Job Training Partnership Act (JTPA) was established to replace CETA in job search, placement, relocation, and especially training assistance. Each state designs local plans for JTPA programs through a Private Industry Council (PIC). Each PIC jurisdiction is known as a Service Delivery Area (SDA). The two SDA's for Montana are known as Rural CEP (Beaverhead, Broadwater, Deer Lodge, Granite, Jefferson, Lewis & Clark, Madison, Meagher, Powell, and Silver Bow counties) and Balance of State (the other 46 counties).

11.) Benchmarking-A continuous process of establishing a new set of data which affects the series of estimates through revision. Once a new benchmark is established, the adjustments to estimates between the new benchmark and the preceding one are carried forward progressively to the current month by use of sample or secondary data. In the case of employment data, the benchmark is used to establish the level of employment, while the sample is primarily used to measure the month-to-month changes in the level.

12.) CES-790 Program-The Current Employment Statistics survey produces monthly estimates of a wide variety of employment and earnings information for the nation and each state.

SOURCES OF DATA

S-1.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics (BLS). LAUS data (Local Area Unemployment Statistics program) is adjusted to the Current Population Survey benchmark and is the official BLS approved series that is used to allocate federal funds and determine eligibility for federal assistance programs. This series represents employment and unemployment by place of residence, and is not comparable to the place-of-work industry employment series (CES data). LAUS data is calculated for the week that includes the 12th of the month. Workers involved in labor disputes are counted as employed. Total employment in the labor force also includes agricultural workers, unpaid family workers, domestic workers and the self-employed.

S-2.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau. The unadjusted unemployment rate is prepared by the LAUS program in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. The seasonally adjusted rate is an unofficial series, and is provided only for use as a state economic indicator.

S-3.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau from LAUS data. Data for Service Delivery Areas and Labor Force Areas is calculated from the official data series by summing up employment and unemployment for the appropriate counties involved, and calculating an unemployment rate from the summed data for each area.

S-4.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. Data from the CES (Current Employment Statistics) program represents employment by place-of-work, and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. The data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons on sick leave, vacations, or holidays (and being paid for that period by their employer) are considered employed. Payroll and worker-hour data is collected for production and related workers in manufacturing industries, non-supervisory workers in private service-producing industries, and construction workers in construction industries. The earnings figures are "gross" figures — that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

S-5.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau from a survey of Business Establishments as part of the BLS-790 Program. Information on Women Workers is computed as a ratio of All Employees of the Current Employment Statistics, and is produced for informational purposes only.

S-6.) Tabulations produced by the U.S. Department of Labor's Bureau of Labor Statistics, and reprinted by the Montana Department of Labor and Industry's Research and Analysis Bureau for informational purposes only. This is a national data series because Montana data is not computed separately.

For more information, contact: Research & Analysis Bureau; Montana Department of Labor & Industry; P.O. Box 1728; Helena, MT 59624; (406) 444-2430 or TDD (406) 444-0532.

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